

# CONFIDENTIAL

## MEMORANDUM OF AGREEMENT BETWEEN THE FORT LEE EDUCATION ASSOCIATION AND THE FORT LEE BOARD OF EDUCATION

The following conditions set forth below will modify the parties' current collective bargaining agreement subject to ratification of the Fort Lee Board of Education ("Board") and the Fort Lee Education Association ("FLEA").

1. The contract shall be from the period May 1, 2010 – April 30, 2013. The 2009-2010 salary guide shall remain in effect for May 1, 2010-June 30, 2010. It is agreed and understood that all salary guides shall be in effect from July 1<sup>st</sup> through June 30<sup>th</sup> each school year.
2. Revise Article V (Salaries) as follows:

The parties agree that the following shall be the percentage wage increase for the term of the Agreement:

- a) Section 2.1.1 (Salary Schedule and Agreement) shall be amended as follows:

- Year One July 1, 2010-June 30, 2011 – 4.3% (Remains the same.)
- Year Two July 1, 2011-June 30, 2012 - 3.25% +\$150,000
- Year Three July 1, 2012-May 31, 2013 - 3.00%

The proposed salary guides are attached: Teachers, Secretaries, Custodial/Maintenance, Aides, Co-Curricular, and Coaches.

3. Article IX (Health Insurance) shall be amended as follows:

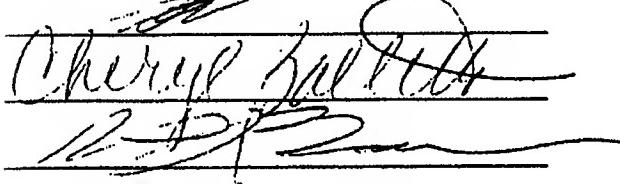
- As of July 1, 2010 all employees will be in the New Jersey School Employees Health Benefit Plan.
- As of July 1, 2010 all employees will be in the New Jersey School Employees Health Benefit Prescription Plan - Medco.

4. All other articles and terms and conditions of employment remain unchanged.
5. No layoffs in the 2010-2011 school year except for the following:

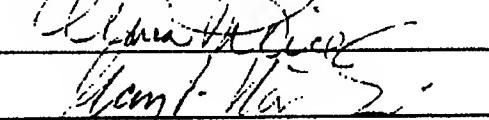
- Elimination and/or low enrollment in a program
- Additional state aid reductions over 10%

6. One Payroll Bookkeeper position eliminated in the Fort Lee Education Association contract and a twelve month confidential assistant to the Business Administrator position to be filled by the current employee at the same salary.

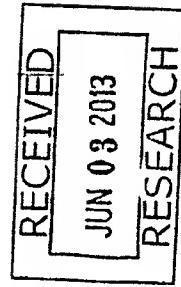
Fort Lee Board of Education

  
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Fort Lee Education Association

  
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Page #	Article/Section	New Language
9	Article V Section 2.1	The salary Guide for the school years May 1, 2010 through June 30, 2013, are set forth and made part hereof.
18-19	Article IX Section 5	Beginning July 1, 2010 each prescription shall be subject to a co-payment of \$3 generic and \$10 brand name. Mail order prescriptions shall be \$5 generic/\$15 brand name for a 90 (ninety) day supply. The board reserves the right, at its option, after notification to the Association, to change insurance carriers provided substantially similar benefits is provided.
19	Article IX Section 8	The Board shall provide a waiver equal to 25% of the premium of the level of coverage that an employee is entitled to. The waiver will be paid semi-annual installments (December 31 <sup>st</sup> and June 30 <sup>th</sup> ) in amounts equal to 50% of the total waiver. No waiver shall be given due to any employee in which the New Jersey State Health benefit plan determines is ineligible for a waiver due to the prohibition of coordination of benefits.

## COCURRICULAR ACTIVITIES LIST

### CLASS A ACTIVITIES

Academic Decathlon	Speech and Debate
Art Honor Society	Student Council Advisor – MS
Asian Club	Voice (Art and Layout)
Assistant Theater Director	Voice (Literary)
Assistant Choral Director – HS	Yearbook Club Advisor – MS
Band Wind Instructor – HS	
Bell Choir Director	
Brass Instructor	
Camera Club	
Computer Club – HS	
Computer Club – MS	
Drama Director + \$2,000	
Dramatics – MS	
Drill Technician	
Environmental Advisors – All Schools	
Foreign Language Club – MS	
Freshman Class Advisor	
French Club	
Future Teachers of America	
Greek Club	
Hebrew Club	
Industrial Arts – MS	
Interact Club Advisor	
International Thespian Society	
Italian Club/Italian Honor Society	
Key Club	
Latino Club	
Library Council – MS	
March Band Drill Instructor – HS	
Model UN Club Advisor	
Modern Music Masters	
National Honor Society	
Percussion Instructor	
Pioneer Business Advisor	
Science Club/Environmental Club	
Sophomore Class Advisor	
Spanish Club	
Spring Musical Director + \$2,000	

### CLASS B-1 ACTIVITIES

Elementary Fine Arts Coordinator–MS
Future Business Leaders of America
Right to Know Program Coordinator
Senior Class Advisor
Social Problem Solving Coordinator

### CLASS C ACTIVITIES

All Borough Orchestra Director
Assistant Band Director–HS
Band Director (Plus \$800.00 bonus)
Cheerleader Advisor (Plus \$1,000.00 Bonus for chaperoning JV and V basketball games)
Chorus Director
Dance Club
Drama Director
Math League
SADD Advisors–All Schools
Science League
Secondary Fine Arts Coordinator 7-12
Student Council Advisor

### CLASS B ACTIVITIES

All City Band Director
Assistant Cheerleader Advisor
Band Leader – MS
Chorus Director – MS
Fort-Lee-der Advisor
Intermedia (Art) – MS
Intermedia (Literary) – MS
Junior Class Advisor

**Fort Lee Board of Education  
Athletics**

**SALARY GUIDE 2011-2012**

STEP	HEAD CLASS	ASST CLASS I	HEAD CLASS II	ASST CLASS II	HEAD CLASS III	ASST CLASS III
1	\$ 8,673	\$ 6,402	\$ 7,601	\$ 5,782	\$ 4,750	\$ 4,440
2	\$ 9,756	\$ 6,940	\$ 8,714	\$ 6,334	\$ 5,193	\$ 4,646

**SALARY GUIDE 2012-2013**

STEP	HEAD CLASS	ASST CLASS I	HEAD CLASS II	ASST CLASS II	HEAD CLASS III	ASST CLASS III
1	\$ 8,933	\$ 6,594	\$ 7,829	\$ 5,955	\$ 4,893	\$ 4,573
2	\$ 10,049	\$ 7,148	\$ 8,975	\$ 6,524	\$ 5,349	\$ 4,785

Class I      Football

Class II      Girls and Boys Basketball, Wrestling, Baseball, Softball, Girls and Boys Soccer, Volleyball, Track and Field, Cross Country

Class III      Girls and Boys Tennis, Winter Track, Golf, Bowling

No employee can move more than one step per year, regardless of the number of sports or seasons coached.

There will be no loss of credit for Fort Lee coaching experience, regardless of interruption of coaching services.